

## Successful Units

### Lesson Plan

**DURATION:** 50 Minutes

**TEACHING METHOD:** Lecture/Discussion

**REFERENCES:** Student Guide, slide presentation

**TEACHING AIDS/HANDOUTS:** Student Guide, slide presentation

**READING ASSIGNMENT:** Student Guide

<b>Lesson Objective:</b>	Comprehend the characteristics and traits which contribute to making a successful unit.
<b>Behavioral Objectives: At the end of this segment you will be able to:</b>	<ol style="list-style-type: none"><li>1. Describe the characteristics of a successful unit.</li><li>2. Describe the resources necessary to contribute to a successful unit.</li><li>3. Discuss the four questions to ask when defining a successful unit.</li><li>4. Discuss how a unit measures its success.</li></ol>

### Lesson Strategy

This segment is designed to help unit commanders make their units successful. Emphasis will be on how commanders can develop a plan to make their unit successful in terms of their own performance and their contributions to the wing effort.

This lesson will first examine the characteristics of a successful unit, and look at the resources necessary to encourage success. It will then show the unit commander how the answers to four questions are key in formulating a success plan. Finally, the section will examine ways for commanders to measure the success of their units.

The teaching outline provides an introduction, outline of the main points, and a conclusion to be adapted as required to meet the needs of a particular wing. The presenter should personalize the lesson to reflect the unique characteristics of the wing.

Use the suggested questions to tie the lesson together at the conclusion.

### Lesson Outline

**MAIN POINTS:**

- I. Characteristics of a successful unit
- II. Resources necessary for unit success
- III. Four questions that define a successful unit
- IV. Measuring unit success

# Teaching Plan

## Lesson Objective

Comprehend the characteristics and traits which contribute to making a successful unit.

### ATTENTION:

Do you feel that your unit is successful? How you measure the success of your unit? Do you measure it solely in terms of membership, missions flown, or awards garnered? Do you measure your unit's success in terms of how the unit performs relative to the wing's objectives? All of these? None of these? How else can you measure unit success?.

### MOTIVATION:

It is your responsibility as a commander to build and maintain a successful unit. Such success is indeed measured by all of the factors I've described, and more. The key to becoming a successful unit is knowing what factors to measure, and what to measure it against.

### OVERVIEW:

This segment will help you understand the concept of developing a successful unit. We'll discuss what CAP believes constitutes a successful unit, and ways for you to develop the traits and culture to make your unit more successful. While all units follow the same basic formula, the key to building a successful unit is understanding that part of being successful is maintaining your own unit's identity. Being a successful squadron does not imply that the squadron must operate identically with other squadrons. Rather, it is a question of balance, attention, and leadership.

## Transition

STATE: What are the characteristics of a successful unit? CAP has identified six basic characteristics of a successful unit, those that promote mission accomplishment and balance, while complementing the talents of the unit's members.

### MP I. Characteristics of a successful unit

- A. Supports all three facets of CAP's mission.
- B. Active participation from unit members.
- C. Effective retention program.
- D. Well-developed staff.
- E. Effective, positive leadership
  - 1. Command.
  - 2. Informal leaders.
- F. Capability to embrace meaningful change.

### MP II. Resources necessary for unit success

- A. People.
  - 1. Members.
  - 2. Families.
  - 3. Staff.
- B. Assets.
- C. Partners.
  - 1. Higher HQ.
  - 2. USAF LO.
  - 3. Other CAP squadrons.
  - 4. State and local agencies.
  - 5. Schools.

MP III. The four questions that define a successful unit

- A. What does the unit accomplish?
- B. How does the unit interact with its partners?
- C. What do members do?
- D. How do members interact?

MP IV. How units measure success

- A. Against past performance.
- B. Against their wing's similar units.
- C. Against wing goals and objectives.
- D. Against squadron goals and objectives.
- E. Against the four questions.

## Questions and answers

Use the suggested questions to facilitate the discussion, and field any questions that the students may have.

## Conclusion

### SUMMARY:

Building a successful unit takes attention to detail, an awareness of the mission, and understanding of your unit's capabilities. Measuring the success of your unit is done by comparing unit performance to criteria that is meaningful, in other words, unit success is measured in terms of how well it completes its missions, against the cost to its members, the wing, and other units.

### CLOSURE:

What is a successful unit? At rock bottom, it is a unit that completes its assigned mission efficiently, within its limits and resources, and without burning out its people.

## Suggested Questions

### **1. What are four questions that define a successful unit?**

- A. What does the unit accomplish?
- B. How does the unit interact with its partners?
- C. What do members do?
- D. How do members interact?

### **2. According to the text, what are some of the resources that the unit should tap to be successful?**

People, assets, and partners.

### **3. Briefly list the characteristics of a successful unit.**

- A. Supports all three facets of CAP's mission.
- B. Active participation from unit members.
- C. Effective retention program.
- D. Well-developed staff.
- E. Effective, positive leadership, both command and informal leaders.
- F. Capability to embrace meaningful change.